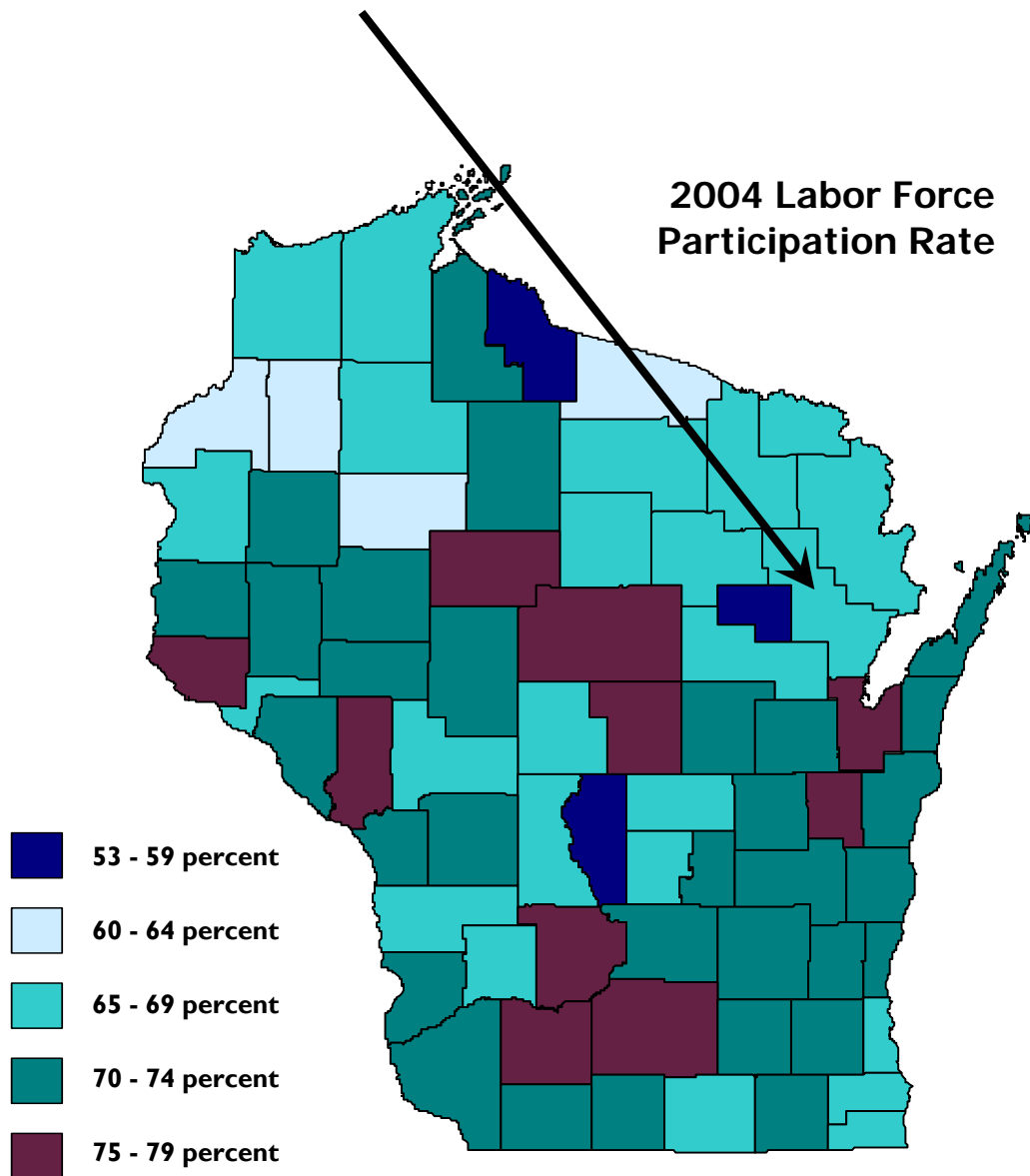


Oconto County Workforce Profile



Source: Estimates created by DWD, OEA using data supplied by
U.S. Bureau of Labor Statistics and U.S. Bureau of Census

Regional contact:
Dick Seidemann
Office of Economic Advisor
3620 Wilgus Av.
Sheboygan, WI 53081
920.208.5809
Richard.Seidemann@dwd.state.wi.us



State of Wisconsin
Department of Workforce Development
Office of Economic Advisors

December 2005

OEA-10635-P

County Population and Labor Force

During the first five years of the decade, Oconto County's population growth rate was well above both the state and nation. Between 2000 and 2005 the county has grown by 2,591 residents, a growth rate of 7.3 percent. The growth rate for the county between 2000 and 2020 is projected to remain well above the state, and just above the national rate. The overall growth rate for the county through 2020 is expected to be 20.7 percent, compared to 13.9 percent for the state and 19.3 percent for the nation.

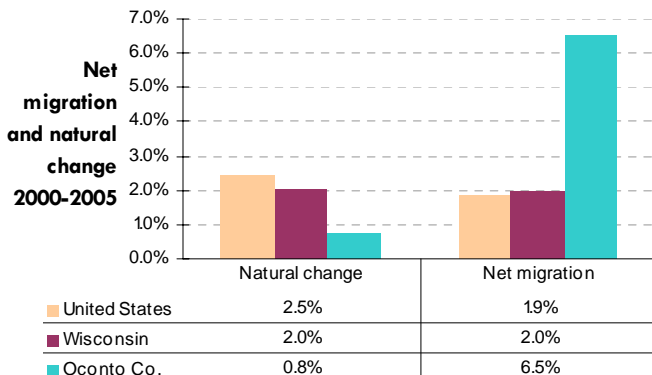
The percent of the population aged 16 and over that is currently in the labor force is 68.3 percent. This is midway between the statewide average of 70.8 percent and the nation's participation rate of 65.4 percent. The percentage of workers in the labor force fluctuates on a monthly and annual basis depending on where we are in the economic cycle during the year as well as how the overall economy is doing. Generally, the participation rate in Wisconsin and Oconto County are above the national average. Wisconsin's labor force participation rate is usually in the top five nationally. A disadvantage of a high participation rate is restrictions on future job growth for the region. How do you create more jobs, if there is not a pool of available workers.

The make-up of the county's population by age group is different than the state and nation. The percentage of the population in the youngest groups (16 to 24 years old) is similar to the state and nation, while the percentage of the labor force between 25 and 59 is below the state and national average. At

Five largest municipalities in Oconto County

	April 2000 Census	Jan. 1, 2005 estimate	Numeric change	Percent change
Oconto County	35,652	38,243	2,591	7.3%
Oconto, City	4,708	4,729	21	0.4%
Little Suamico, Town	3,877	4,577	700	18.1%
Oconto Falls, City	2,843	2,898	55	1.9%
Chase, Town	2,082	2,654	572	27.5%
Abrams, Town	1,757	1,940	183	10.4%

Source: Wis. Dept. of Administration, Demographic Services, August 2005

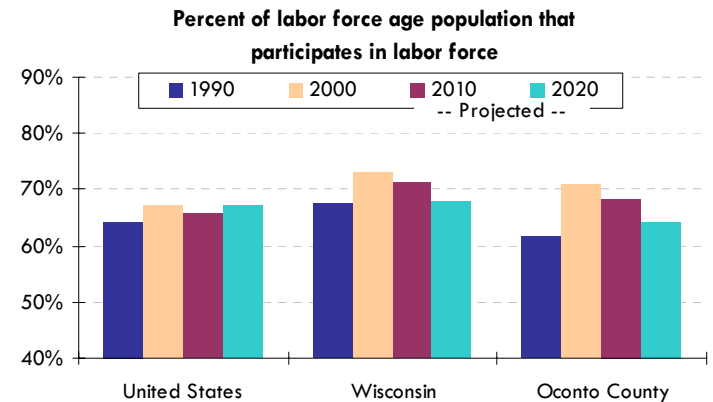


Source: WI Dept. of Admin., Demographic Services & US Census Bureau

Population and Labor Force

	United States	Wisconsin	Oconto County
Total population in 2000	281,424,602	5,363,715	35,652
Population est. Jan. 1, 2005	295,160,302	5,580,757	38,243
Change	13,735,700	217,042	2,591
% change	4.9%	4.0%	7.3%
2005 Labor force population*	224,837,000	4,339,938	30,630
Share of total population	76.2%	78%	80.1%
Labor force	147,125,000	3,071,179	20,882
Labor force participation rate	65.4%	70.8%	68.2%
2005 Population 16 yrs. & over	228,621,674	4,417,313	30,887
16-24 yrs old	37,489,370	743,764	5,023
Share of population 16+ yrs	16.4%	16.8%	16.3%
25-59 yrs old	142,248,896	2,708,865	18,176
Share of population 16+ yrs	62.2%	61.3%	58.8%
60 yrs and older	48,883,408	964,684	7,688
Share of population 16+ yrs	21.4%	21.8%	24.9%
Projected population: 2020	335,804,546	6,110,878	43,018
Population 16 yrs. & over	264,085,104	4,869,573	35,367
16-24 yrs old	37,918,865	681,586	3,644
Share of population 16+ yrs	14.4%	14.0%	10.3%
25-59 yrs old	150,678,402	2,756,884	19,812
Share of population 16+ yrs	57.1%	56.6%	56.0%
60 yrs and older	75,487,837	1,431,103	11,911
Share of population 16+ yrs	28.6%	29.4%	33.7%

* civilian population 16 yrs. and older not in an institution



Source: special tabulation by OEA using US Census, US Bureau of Labor Statistics, WI Dept. of Admin. estimates and projections

the same time, the county has a higher percentage of population over age 60 than the nation. This group is generally at or near retirement age. This difference between the county, state and nation is expected to continue through 2020. The long term effect of this may be a shortage of replacement workers.

Revised Labor Force

The county's labor force had its largest increase of workers between 1999 to 2000 when it increased by 3,543 workers. This was the period just before the most recent recession. However, the change in labor force at this point in time may be the result of a change in the estimating brought about by the 2000 census. This created a break in the data. At this time, the county also was included in the Green Bay Metropolitan Statistical Area (MSA).

The county's unemployment rate reached a low point in 2000 at 3.5 percent and then increased with the onset of the recession. Although the recession began and ended in 2001, the unemployment rate did not peak until 2003 when it reached 6.9 percent. Since that time, the number of unemployed as well as the rate has dropped.

Currently the labor force for the county is at 20,882. Although the unemployment rate has moderated during the last year, the number of workers estimated to be unemployed remains above the long term average of 1,058 over the period.

Oconto County Civilian Labor Force Estimates

	Labor force	Employed	Unemployed	Unemployed rate
1990	14,517	13,378	1,139	7.8%
1991	14,467	12,981	1,486	10.3%
1992	14,309	13,072	1,237	8.6%
1993	14,593	13,469	1,124	7.7%
1994	14,893	13,868	1,025	6.9%
1995	14,971	14,050	921	6.2%
1996	15,114	14,197	917	6.1%
1997	15,391	14,538	853	5.5%
1998	15,785	14,992	793	5.0%
1999	15,922	15,217	705	4.4%
2000	19,465	18,781	684	3.5%
2001	19,898	18,846	1,052	5.3%
2002	20,052	18,812	1,240	6.2%
2003	20,548	19,123	1,425	6.9%
2004	20,882	19,608	1,274	6.1%

Source: DWD, Bureau of Workforce Information, Local Area Unemployment Statistics, September 2005

Education Attainment

The focus of this county's analysis to this point has been on quantitative changes in Oconto County's population and labor force. At this point we will move to information on the quality of the county's labor force in comparison with the state and nation by age and gender.

Among the ways which experts measure the overall quality

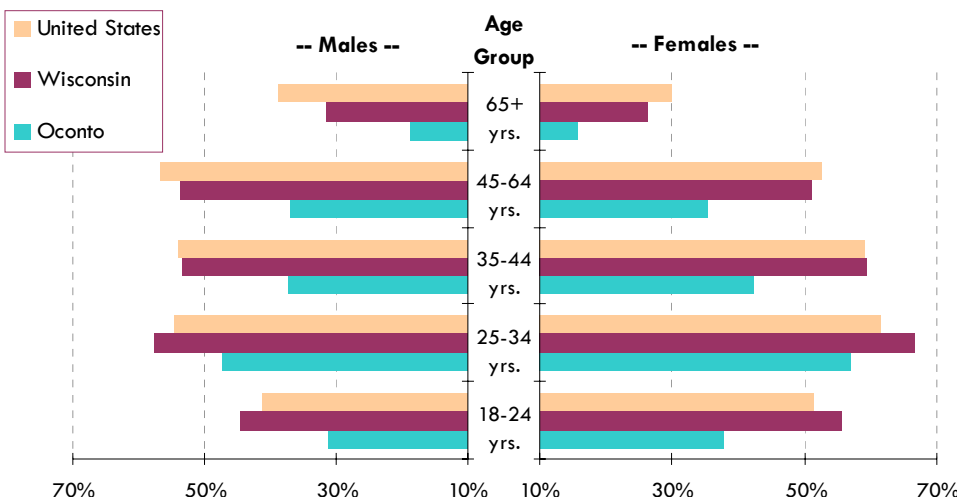
of a region's skilled workforce is through an analysis of the level of education attainment among the population. An example of this type of analysis is depicted in the graph below. In reviewing this data, a number of significant trends are apparent.

The county is surpassed by the state and national averages at

all of the five age levels for both male and females as to the level of post-secondary education (measured as attendance at either a technical or community college and/or four-year college or university).

Females in the county exceed males in post-secondary education through age 44, at that point the percentage of males exceeds the percentage of females with post-secondary education. This is relatively common in many of Wisconsin's counties, the state of Wisconsin and the United States. More young females are attaining higher education levels than their male counterparts.

Residents with post-secondary education



Source: US Census 2000, Summary file 3, QT-P20

Employment and Wages

Average wages in Oconto County were at 70.0 percent of the statewide average in 2004. Only one industry (other services) in the county had an average wage above the state average.

The highest paid industry in the county is manufacturing, at \$28,825, however, this was only at 65.3 percent of the average wage for that industry in Wisconsin. Average wages for the construction industry is the second highest wage and is very close to manufacturing wages (\$28,794), but again wages in this industry are only at 69.8 percent of the state average.

Manufacturing not only has the highest average wage in the county, it also has the greatest number of workers of any industry group with over 26.6 percent of the county's jobs. These jobs represent a larger portion of the county's payroll with 31.5 percent of all wages paid in the county for a total of nearly \$71.3 million. The industry had an increase of 23 jobs between 2003 and 2004.

Education and health services had the second highest payroll in the county, and ranked second as well in the number of workers. This industry also provides a greater portion of the county's wages than it provides jobs. With its 1,700 jobs making up 18.5 percent of the total jobs in the county, the

Average Annual Wage by Industry Division in 2004

	2004 Wisconsin	2004 Oconto County	Percent of Wisconsin	1-year % change
All Industries	\$ 34,749	\$ 24,317	70.0%	2.9%
Natural resources	\$ 27,399	\$ 21,459	78.3%	9.7%
Construction	\$ 41,258	\$ 28,794	69.8%	5.3%
Manufacturing	\$ 44,145	\$ 28,825	65.3%	0.1%
Trade, Transportation, Utilities	\$ 30,088	\$ 21,515	71.5%	7.2%
Information	\$ 41,759	\$ 21,758	52.1%	4.6%
Financial activities	\$ 45,103	\$ 24,770	54.9%	-3.3%
Professional & Business Services	\$ 39,580	\$ 25,624	64.7%	1.0%
Education & Health	\$ 36,408	\$ 27,419	75.3%	2.5%
Leisure & Hospitality	\$ 12,295	\$ 8,658	70.4%	5.1%
Other services	\$ 20,207	\$ 26,735	132.3%	6.8%
Public Administration	\$ 36,347	\$ 25,581	70.4%	1.3%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

wages provide 20.8 percent of the total payroll in the county. This is the reverse of the leisure and hospitality industry which provides 11.0 percent of the county's jobs (1,025), but only 3.9 percent of the county's wages. The lower ratio in this industry is often related to a higher percentage of part-time and seasonal jobs in this industry.

The construction industry added the most jobs over the year. Overall, the number of jobs increased in the county by 219 in 2004.

2004 employment and wage distribution by industry in Oconto County

	Employment		Total payroll	
	Annual average	1-year change		
Natural Resources	195	-12	\$ 4,184,430	
Construction	612	113	\$ 17,622,157	
Manufacturing	2,474	23	\$ 71,314,035	
Trade, Transportation, Utilities	1,598	49	\$ 34,381,477	
Information	87	-2	\$ 1,892,972	
Financial Activities	229	9	\$ 5,672,237	
Professional & Business Services	278	-17	\$ 7,123,396	
Education & Health	1,716	34	\$ 47,050,249	
Leisure & Hospitality	1,025	-1	\$ 8,874,603	
Other services	218	-11	\$ 5,828,229	
Public Administration	868	34	\$ 22,204,023	
Not assigned	0	0	\$ 0	
All Industries	9,300	219	\$ 226,147,808	

Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2005

Industry and Employers by Size

Top 10 Employers in Oconto County

Establishment	Product or Service	Size (Dec. 2004)
K C S Intl Inc	Boat building	500-999 employees
Oconto Falls Public School	Elementary & secondary schools	250-499 employees
Saputo Cheese USA Inc	Cheese mfg.	250-499 employees
County of Oconto	Executive & legislative offices, combined	250-499 employees
Unlimited Services of Wisconsin Inc	Current-carrying wiring device mfg.	100-249 employees
Community Memorial Hospital Inc	Gen. medical & surgical hospitals	100-249 employees
Oconto Public School	Elementary & secondary schools	100-249 employees
Coop Educational Service Agency #8	Admin. of education programs	100-249 employees
TRM Inc	Hardwood veneer & plywood mfg.	100-249 employees
Heyde Health Systems-Oconto	Nursing care facilities	100-249 employees

Source: DWD, Bureau of Workforce Information, ES-202, July 2005

Prominent industries in Oconto County

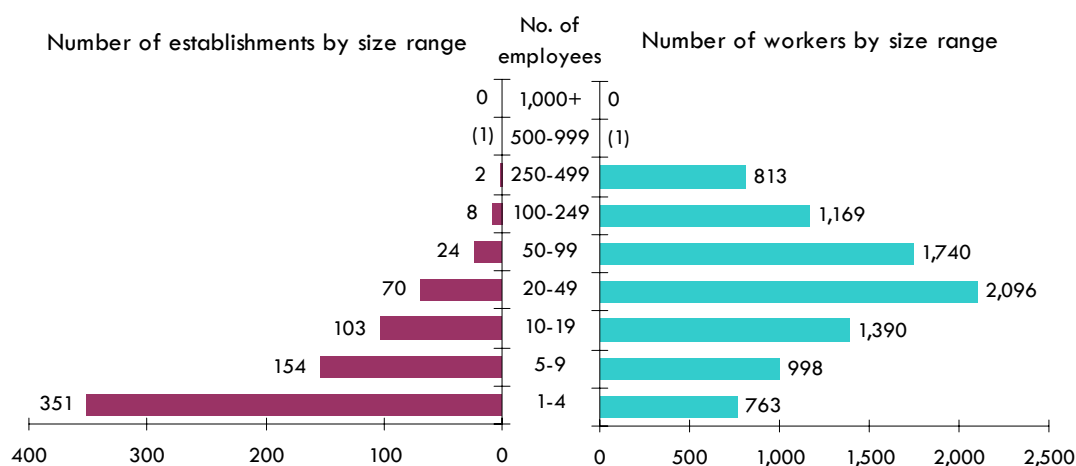
NAICS title	March 2005		Numeric change in employees	
	Establishments	Employees	2004-2005	2000-2005
Educational services	8	896	63	83
Transportation equipment manufacturing	*	*	not avail.	not avail.
Food services and drinking places	73	781	47	49
Executive, legislative, & gen government	28	579	-17	59
Nursing and residential care facilities	8	449	13	85
Food manufacturing	*	*	not avail.	not avail.
Specialty trade contractors	63	321	-1	35
Wood product manufacturing	12	301	-5	-17
Food and beverage stores	12	280	13	-58
Gasoline stations	20	276	23	55

* data suppressed to maintain employer confidentiality

Column headings revised 02/06

Source: DWD, Bureau of Workforce Information, ES-202, September 2005

Oconto County establishments and workers by employment size range in 2004



(1) Data not available due to suppression factors

Source: DWD, Bureau of Workforce Information, Table 221, July 2005

Oconto County has a higher percentage of jobs in manufacturing than the state and nation, and this is reflected in the largest employers and industries within the county. Four of the ten largest companies are in manufacturing and three of the largest industry groups are manufacturing-related.

In the top ten employers, county government and the Oconto Public Schools are included. It is not unusual for government services and schools to be in the ten largest employers group. These employers are limited in number and provide services to large sectors of the population. Therefore, they tend to have a concentrated number of workers. Educational services includes both the public and private educational facilities. Educational services are the largest industry group in the county.

The graph on the bottom of this page indicates that the majority of the county's employers are small with less than 50 employees. These employers represent 95.4 percent of the employers in the county and 58.5 percent of the jobs. At the same time, 41.5 percent of the county's jobs are with employers having at least 50 employees. This group of employers represent only 4.6 percent of the county's employers. The largest number of workers are employed by employers with 20 to 49 workers.

Per Capita Personal Income

One other aspect of looking at the economy of a county is the per capita personal income (PCPI) in the county. Because the income is derived from all sources, it tells more than just what the wages or types of jobs are available. The latest PCPI available is for the year 2003. PCPI in Oconto County was \$24,842. The county's PCPI ranks 42nd highest of the state's 72 counties in amount and 66th in its five year growth rate. PCPI in the county was \$5,843 below the state, and \$6,630 below the nation.

PCPI is defined as total personal income divided by the total population. The majority of total personal income, though not exclusive to this list, is made up of wage and salary earnings, dividends from holdings, accrued interest, rental property income, retirement benefits, social security and other government transfer payments.

The ranking of the county's PCPI was relatively low even though the county is part of an MSA where PCPI is usually closer to the state average. The difference is due in part because Although Oconto County is a part of the Green Bay Metropolitan Statistical Area, it is still primarily a rural county. PCPI and average wages in rural counties are generally lower than in larger urban areas.

Total per capita income is influenced by sources of income other than wages. Net earnings make up just over 70.2 percent of the county's total income. This is just above the state average of 69.9 percent. Remaining income in the county comes from dividends, interest, rental property income (13.3 percent) and transfer payments (16.5 percent).

The county's population has a greater share of its popula-

tion above age 60 age, at or near retirement age. This is reflected in a higher percentage of the population receiving income from transfer payments, which includes retirement income than the state. The combination of a higher portion of income from transfer payments and lower average wages seem to be major factors in the county's PCPI.

Wisconsin Counties 2003 Per Capita Personal Income and Rank in State

Area	2003	Rank	5-yr growth	Rank	Area	2003	Rank	5-yr growth	Rank
United States	\$ 31,472		17.1%		Manitowoc	\$ 27,807	27	13.6%	59
Wisconsin	\$ 30,685		17.2%		Marathon	\$ 29,992	16	22.0%	5
Adams	\$ 22,804	59	16.1%	37	Marinette	\$ 25,448	39	21.3%	9
Ashland	\$ 23,204	55	16.6%	32	Marquette	\$ 22,590	64	26.5%	1
Barron	\$ 24,922	41	15.2%	44	Menominee	\$ 18,449	72	19.8%	16
Bayfield	\$ 22,660	62	13.4%	60	Milwaukee	\$ 31,419	7	19.5%	18
Brown	\$ 32,076	5	17.8%	25	Monroe	\$ 23,467	54	16.8%	31
Buffalo	\$ 29,083	20	17.2%	28	Oconto	\$ 24,842	42	12.3%	66
Burnett	\$ 22,796	60	17.1%	29	Oneida	\$ 28,646	22	18.7%	21
Calumet	\$ 31,880	6	21.4%	8	Outagamie	\$ 30,952	11	20.5%	14
Chippewa	\$ 25,999	36	12.3%	67	Ozaukee	\$ 47,527	1	14.7%	48
Clark	\$ 22,227	66	13.9%	55	Pepin	\$ 24,407	44	13.0%	64
Columbia	\$ 30,846	12	18.2%	24	Pierce	\$ 27,963	26	18.6%	23
Crawford	\$ 22,628	63	20.9%	13	Polk	\$ 24,201	46	13.9%	54
Dane	\$ 36,455	3	21.0%	12	Portage	\$ 27,464	30	21.1%	11
Dodge	\$ 26,048	35	13.3%	61	Price	\$ 24,361	45	12.2%	68
Door	\$ 30,657	13	15.9%	40	Racine	\$ 31,271	8	15.0%	45
Douglas	\$ 23,568	53	15.3%	43	Richland	\$ 23,829	51	21.9%	6
Dunn	\$ 22,885	58	14.9%	47	Rock	\$ 28,256	25	14.1%	50
Eau Claire	\$ 27,469	29	17.5%	27	Rusk	\$ 20,461	71	14.0%	52
Florence	\$ 24,146	47	25.3%	3	Sauk	\$ 28,780	21	19.5%	19
Fond du Lac	\$ 29,951	17	16.1%	38	Sawyer	\$ 23,921	50	22.3%	4
Forest	\$ 21,975	68	25.4%	2	Shawano	\$ 23,941	49	13.9%	56
Grant	\$ 24,116	48	15.6%	42	Sheboygan	\$ 31,251	9	19.8%	17
Green	\$ 28,542	23	14.0%	51	St. Croix	\$ 31,091	10	13.6%	57
Green Lake	\$ 26,962	32	8.1%	72	Taylor	\$ 23,020	56	16.6%	34
Iowa	\$ 27,308	31	19.2%	20	Trempealeau	\$ 25,242	40	18.7%	22
Iron	\$ 22,912	57	21.1%	10	Vernon	\$ 20,950	70	15.7%	41
Jackson	\$ 26,084	34	21.9%	7	Vilas	\$ 25,664	37	13.0%	63
Jefferson	\$ 29,330	18	16.5%	35	Walworth	\$ 27,626	28	13.6%	58
Juneau	\$ 22,382	65	12.7%	65	Washburn	\$ 22,794	61	16.0%	39
Kenosha	\$ 29,117	19	16.5%	36	Washington	\$ 35,196	4	14.9%	46
Kewaunee	\$ 25,536	38	8.8%	71	Waukesha	\$ 41,551	2	12.2%	69
La Crosse	\$ 28,284	24	16.8%	30	Waupaca	\$ 26,863	33	14.0%	53
Lafayette	\$ 21,983	67	10.1%	70	Wausara	\$ 21,762	69	13.2%	62
Langlade	\$ 23,739	52	20.4%	15	Winnebago	\$ 30,359	15	16.6%	33
Lincoln	\$ 24,725	43	14.6%	49	Wood	\$ 30,401	14	17.7%	26

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2005